

# Indiana Department of Labor

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## National Labor Relations Act

Most working people have the legal right under Section 7 of the National Labor Relations Act (NLRA) to join or support a union and to engage in collective bargaining. This includes the right to:

- Attend meetings to discuss joining a union.
- Read, distribute and discuss union literature (as long as you do this in nonwork areas during nonwork times, such as breaks or lunch hours).
- Wear union buttons, T-shirts, stickers, hats or other items on the job at most worksites.
- Sign a card asking your employer to recognize and bargain with the union.
- Sign petitions or file grievances related to wages, hours, working conditions and other job issues.
- Ask other employees to support the union, to sign union cards or petitions or to file grievances.

Section 8 of the NLRA says your employer cannot legally punish or discriminate against any worker because of union activity. The employer cannot threaten to or actually fire, lay off, discipline, transfer or reassign workers because of their union support. The employer cannot favor employees who don't support the union over those who do in promotions, job assignments, wages and other working conditions. The employer cannot lay off employees or take away benefits or privileges employees already have in order to discourage union activity.

If you think your employer has violated your right to a voice on the job, you can get help filing charges with the NLRB from your union, if you belong to one, or from the union you are trying to join. Charges must be filed within six months of the alleged illegal conduct. The NLRB can order your employer to stop interfering with employee rights and to provide back pay or reverse any action against workers for their union activity. [Can the NLRB Provide Assistance to You?](#) is a helpful overview of rights under the National Labor Relations Act. To obtain the forms needed for filing a charge, visit [NLRB Fill-In Forms Index and Technical Instructions](#).

To help your case, keep written notes of any incidents such as employer threats, harassment or punishment of workers trying to form a union. The notes should include time, date, place, a description of the incident, including who was involved and any witnesses. Immediately report any incidents to your union or your organizing committee.

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